



**City of Eugene**  
**Human Rights Commission**  
**FY 2014 Work Plan**

# Human Rights Commission FY 2014 Work Plan

## Goal 1: Engage in education, outreach, listening and collaboration fostering respect for social equity, civil and human rights in the community

- 1.1 **Objective:** Provide human rights education through use of media, social media, events, speakers, workshops and trainings

### Actions:

- Explore options for HRC to engage in social media
- Proactively facilitate/host conversations on sensitive topics such as race, gender and poverty
- Support, promote or host events/trainings that further the mission of the HRC

## Goal 2: Maintain strategic HRC liaisons and engage in cooperative endeavors with community and with City of Eugene advisory groups that support human rights and social equity

- 2.1 **Objective:** Establish, strengthen and maintain effective relationships with City Council and other City advisory bodies

### Actions:

- Create and strengthen liaisons relationships with:
  - Sustainability Commission
  - Civilian Review Board
  - Accessibility Advisory Group
  - Equity and Human Rights Board
  - Community Development Block Grant Advisory Committee
  - City Council
- Strengthen relationships with Neighborhood Associations
- Increase HRC understanding of the DESP
- Raise awareness of HRC/Boards and Commissions, recruit for diverse applicant pool

## Goal 3: Effectively address selected human rights and social equity issues of concern to the community and the City

- 3.1 **Objective:** Respond to and address hate and bias activity, including systemic and individual racism

### Actions:

- Increase HRC and Council awareness of hate and bias activity, coordinate responses in collaboration with community
- Encourage organizations that collect hate/bias reports to share information

- Review local data sources to identify indicators of systemic racism and communicate findings to staff and decision makers
- Explore ways to support anti-bullying in schools

**3.2 Objective:** Respond to and advocate on community issues around homelessness and poverty

**Actions:**

- Assist City Council in gathering data and community input, analyzing and reporting
- Explore opportunities for collaboration on County Continuum of Care Board
- Monitor, assess and report out implementation of Opportunity Eugene Task Force recommendations
- Explore, research and make proposals to add protected class status for the homeless in addition to exploring a homeless bill of rights for Eugene

**3.3 Objective:** Respond to and advocate for the removal of impediments to immigrant integration within the Eugene community

**Actions:**

- Collaborate with City staff, Integration Network (IN), and other community partners on immigrant integration issues (ie. Welcoming spaces, language access)
- Explore how HRC can support providing information and education to immigrant parents on school resources and process to improve outcomes for immigrant youth

## FY 2014 Human Rights Commission Work Plan

### Objective 1.1: Provide human rights education through use of media, social media, events, speakers, workshops and trainings

Lead(s): Support:		Delegated To	Timeline	Events
<b>Action 1</b>	<b>Explore options for HRC to engage in social media</b> <i>Measures of Success: options identified, recommendations made to HRC</i>			
<b>Task 1:</b> <input type="checkbox"/>	Research various options to engage in social media, either through HRC's own page development or through already established pages and networks			
<b>Task 2:</b> <input type="checkbox"/>	Draft recommendations and present to HRC for approval			
<b>Action 2</b>	<b>Proactively facilitate/host conversations on sensitive topics such as race, gender, and poverty</b> <i>Measures of Success: At least one conversation hosted</i>			Race Card 11/2013
<b>Task 1:</b> <input type="checkbox"/>	Identify key partners and invite for collaboration			
<b>Task 2:</b> <input type="checkbox"/>	Determine format, topics, critical areas			
<b>Task 3:</b> <input type="checkbox"/>	Plan event/s			
<b>Task 4:</b> <input type="checkbox"/>	Host/attend event/s			
<b>Action 3</b>	<b>Support, promote or host events/trainings that further the mission of the HRC</b> <i>Measures of Success: Host IHRD, annual calendar developed, sponsorship requests fielded</i>			
<b>Task 1:</b> <input type="checkbox"/>	Plan, Implement, and Host International Human Rights Day		12/10/2013	
<b>Task 2:</b> <input type="checkbox"/>	Identify events for HRC participation and develop annual calendar		9/2013	
<b>Task 3:</b> <input type="checkbox"/>	Develop partnerships with festival organizers to establish a more prominent role for the HRC			
<b>Task 4:</b> <input type="checkbox"/>	Respond to requests of HRC event sponsorship from community groups			
<b>Community and City Partners and Resources:</b> ACLU Civil Conversations, University of Oregon Dean of Students Race Card project				

## FY 2014 Human Rights Commission Work Plan

### Objective 2.1: Establish, strengthen and maintain effective relationships with City Council and other City advisory bodies.

Objective Leads: Support:		Delegated To	Timeline	Events
<b>Action 1</b>	<b>Create and strengthen liaison relationships with Sustainability Commission, Police Commission, Civilian Review Board, Accessibility Advisory Group, Equity and Human Rights Board, Community Development Block Grant Advisory Committee and City Council.</b> <i>Measures of Success: liaison list created, liaisons assigned and reporting quarterly, working agreements with other bodies established</i>			
<b>Task 1:</b> <input type="checkbox"/>	Assign liaisons from HRC, confirm liaisons to HRC		1/2014	
<b>Task 2:</b> <input type="checkbox"/>	Create working agreements with other advisory bodies			
<b>Task 3:</b> <input type="checkbox"/>	Invite annual presentation from Police Auditor/CRB	Chairs		
<b>Task 4:</b> <input type="checkbox"/>	Explore ways to minimize barriers for accessing the police oversight system			
<b>Action 2</b>	<b>Strengthen relationships with Neighborhood Associations</b> <i>Measures of Success: at least one article submitted to Neighborly News, successful collaboration on at least one issue of common concern</i>			
<b>Task 1:</b> <input type="checkbox"/>	Prepare and submit articles for Neighborly and other neighborhood publications			
<b>Task 2:</b> <input type="checkbox"/>	Track emerging issues in Neighborhood associations through staff reports and NLC minutes to identify areas for potential HRC collaboration.			
<b>Task 3:</b> <input type="checkbox"/>	Attend and/or contribute to content for trainings provided by Neighborhood Services			
<b>Action 3</b>	<b>Increase HRC understanding of DESP</b> <i>Measures of Success: DESP presentation hosted</i>			
<b>Task 1:</b> <input type="checkbox"/>	Host DESP presentation at HRC meeting	Chairs		
<b>Action 4</b>	<b>Raise awareness of HRC/Boards and Commissions, recruit for diverse applicant pool</b> <i>Measures of Success: Outreach during open recruitment conducted</i>			
<b>Task 1:</b> <input type="checkbox"/>	Request and review report from Boards and Commissions staff on demographic composition of Boards and Commissions membership			
<b>Task 2:</b> <input type="checkbox"/>	Strategize and execute an outreach plan for boards and commissions recruitment, identify potential partner agencies and key community leaders for collaboration		1-3/2014	MLK Asian Celebr.
<b>Community and City Partners and Resources:</b> Eugene Neighborhoods Inc., staff, existing commissions, Neighborhood Leaders Council, Neighborhood Associations				

## FY 2014 Human Rights Commission Work Plan

### Objective 3.1: Respond to and address hate and bias activity, including systemic and individual racism.

Objective Leads: Support:		Delegated To	Timeline	Events
<b>Action 1</b>	Increase HRC and Council awareness of hate and bias activity, coordinate responses in collaboration with community <i>Measure of Success: Roles for HRC in bias response defined, HRC participation in responses</i>			
<b>Task 1:</b> <input type="checkbox"/>	Receive quarterly reports from EPD and Human Rights staff on bias activity	Chairs	Quarterly	
<b>Task 2:</b> <input type="checkbox"/>	Provide feedback to Council as needed on trends or areas of concern			
<b>Task 3:</b> <input type="checkbox"/>	Develop specific roles for HRC in supporting the City's Hate and Bias Response plan (ie. letters, website, newsletter, reports, articles, Neighborhood Association collaboration)			
<b>Task 4:</b> <input type="checkbox"/>	Develop and execute outreach plan for vulnerable populations to increase awareness of Equity and Human Rights Office services			
<b>Action 2</b>	<b>Encourage organizations that collect Hate/Bias reports to share information</b> <i>Measure of Success: Share data with at least one external organization</i>			
<b>Task 1:</b> <input type="checkbox"/>	Develop list of other organizations likely to receive reports			
<b>Task 2:</b> <input type="checkbox"/>	Distribute information on the Equity and Human Rights Office to encourage more reporting			
<b>Task 3:</b> <input type="checkbox"/>	Provide recommendations to staff on how to proceed with attempts to share information			
<b>Action 3</b>	<b>Review local data sources to identify indicators of systemic racism and communicate findings to staff and decision makers.</b> <i>Measure of Success: Written report of findings</i>			
<b>Task 1:</b> <input type="checkbox"/>	Identify Sources			
<b>Task 2:</b> <input type="checkbox"/>	Review Information and write report			
<b>Task 3:</b> <input type="checkbox"/>	Identify opportunities to provide input in the context of policy or decision making processes (ie. Evaluate Envision Eugene implementation using Equity and Opportunity Assessment)			
<b>Action 4</b>	<b>Explore ways to support anti-bullying in schools</b> <i>Measures of Success: Completion and distribution of report</i>	Chris		
<b>Task 1:</b> <input type="checkbox"/>	Meet with partners at Bethel and 4-J school districts to gauge interest in HRC collaboration			
<b>Community and City Partners and Resources:</b> <b>Community Alliance of Lane County, NAACP, Equity and Human Rights Staff, School Districts, Parent Teacher Associations</b>				

## FY 2014 Human Rights Commission Work Plan

### Objective 3.2: Respond to and advocate on community issues around homelessness and poverty

Lead(s): Support:		Delegated To	Timeline	Events
<b>Action 1</b>	<b>Assist Council in gathering data and community input, analysis &amp; reporting</b> <i>Measures of Success: Input gathered, report delivered to Council</i>			
<b>Task 1:</b> <input type="checkbox"/>	Engage Council and request input and clarity regarding desired HRC role in homelessness issues	Chairs	10/2013	
<b>Task 2:</b> <input type="checkbox"/>	Develop engagement strategy (ie. hosting a community forum, surveys, etc.)			
<b>Task 3:</b> <input type="checkbox"/>	Implement strategy			
<b>Task 4:</b> <input type="checkbox"/>	Research confluence of issues regarding homelessness and poverty			
<b>Task 5:</b> <input type="checkbox"/>	Frame results of engagement and research in terms of poverty/homelessness and develop report			
<b>Task 6:</b> <input type="checkbox"/>	Deliver report to Council		2/2014	
<b>Action 2</b>	<b>Explore opportunities for collaboration on County Continuum of Care Board</b> <i>Measures of Success: Host presentation, HRC discussion on link to Board</i>			
<b>Task 1:</b> <input type="checkbox"/>	Contact County staff to get update on status of Continuum of Care Board			
<b>Task 2:</b> <input type="checkbox"/>	Consider creating HRC liaison to Board			
<b>Action 3</b>	<b>Monitor, assess and report out implementation of Opportunity Eugene Task Force recommendations.</b> <i>Measures of Success: Report generated and distributed</i>			
<b>Action 4</b>	<b>Explore, research and make proposals to add protected class status for the homeless in addition to exploring a homeless bill of rights for Eugene</b> <i>Measure of Success: research complete, report generated and distributed</i>			
<b>Community and City Partners and Resources: Continuum of Care Board, City Council, Community Development Staff, Equity and Human Rights Staff, non-profit service providers such as SVDP, Catholic Community Services, Shelter Care, advocate organizations such as Community Supported Shelters, SLEEPS, Neighborhood Associations, Housing Policy Board</b>				

## FY 2014 Human Rights Commission Work Plan

### Objective 3.3: Respond to and advocate for the removal of impediments to immigrant integration within the Eugene community

Lead(s): Support:		Delegated To	Timeline	Events
<b>Action 1</b>	<b>Collaborate with City staff, Integration Network (IN), and other community partners on immigrant integration issues (ie. welcoming spaces and language access work)</b> <i>Measures of Success:</i>			
<b>Task 1:</b> <input type="checkbox"/>	Contact key partners and determine opportunities for collaboration			
<b>Task 2:</b> <input type="checkbox"/>	Facilitate conversation between partners			
<b>Task 3:</b> <input type="checkbox"/>	Explore opportunities for collaboration on events/forums			
<b>Action 2</b>	<b>Explore how HRC can support providing information and education to immigrant parents on school resources and processes to improve outcomes for immigrant youth</b> <i>Measures of Success: Conversations held with partners</i>			
<b>Task 1:</b> <input type="checkbox"/>	Contact partners in schools to determine need and interest develop plan based on partner input			
<b>Task 2:</b> <input type="checkbox"/>	Research Salem/Keizer regional Latino parent conference and evaluate potential for local model			
<b>Community and City Partners and Resources:</b>  Integration Network (IN) for Immigrants of Lane County, Asian Pacific American Network of Oregon, Chinese American Benevolent Association, LCC, School Districts, City Staff, Salem/Keizer Coalition for Equality ( <a href="http://www.eugene-or.gov/index.aspx?NID=528">http://www.eugene-or.gov/index.aspx?NID=528</a> )				



Name of Group	Description	Time Commitment	Currently Held By and When Appt.	Connection to Work Plan
<b>LIAISONS FROM HRC TO OTHER BOARDS, COMMITTEES OR COMMISSIONS</b>				
<b>Police Commission</b>	<b>Mission:</b> The Police Commission mission is to recommend to the City Council, the City Manager, the Police Department, and the people, the resources, preferred policing alternatives, policies and citizens' responsibilities needed to achieve a safe community. We strive to create a climate of mutual respect and partnership between the community and the Police Department that helps achieve safety, justice and freedom for all people in Eugene.	Meets monthly 2 <sup>nd</sup> Thursday, 5:30 – 8:30 p. This has a term of 4 years or as long as a single commissioner term - typically 3 years.	Primary: Edward Goehring  Back up: VACANT	Goal 2 Objective 2.1 Action 1
<b>Community Development Block Grant</b>	<b>Info:</b> Eugene receives federal funds which are awarded to agencies that support a variety of community needs related to housing and other issues. During an annual competitive process, applicants vie for CDBG funding for specific projects.	2 hour monthly meetings typically during 6 months out of the year, when they are working on funds distribution and projects. Additional meetings and trainings throughout the year as necessary. 1 year term with possibility to serve 3 terms.	Primary: Chris Nunes  Back up: VACANT	Goal 2 Objective 2.1 Action 1

<b>Council Liaison</b>	City Councilor Liaison from HRC to City Council	1 year, appointed by Mayor	Councilor Greg Evans	Goal 2 Objective 2.1 Action 1
<b>Meet with City Manager and Mayor</b>	Mayor and City Manager meet with HRC Chairs and Equity and Human Rights staff	2 hours quarterly	Chair and Vice Chair	Goal 2 Objective 2.1 Action 1
<b>Civilian Review Board</b>	To increase public transparency and public confidence in the police complaint process. We evaluate the work of the independent Police Auditor, from a civilian perspective, about whether the complaint was handled fairly and with due diligence.	Meets monthly, 2 <sup>nd</sup> Tuesday, 3 hours	Primary: VACANT  Back up: VACANT	Goal 2 Objective 2.1 Action 1
<b>E&amp;HR Board</b>	Help guide the work of the DESP	2 hour meetings every other month - daytime	Primary: Philip Carrasco  Back Up: VACANT	Goal 2 Objective 2.1 Action 1 & 3
<b>Accessibility Advisory Group</b>		Meets September-May 2 hour meetings, daytime	Primary: Andrew Thomson	Goal 2 Objective 2.1 Action 1
<b>LIAISONS FROM OTHER BOARDS, COMMITTEES OR COMMISSIONS TO HRC</b>				
<b>Eugene Police Dept.</b>	Provide public safety services to the community		Sgt. Kris Martes <a href="mailto:Kris.M.Martes@ci.eugene.or.us">Kris.M.Martes@ci.eugene.or.us</a>	Goal 2 Objective 2.1 Goal 3 Objective 3.1 Action 1 & 2
<b>Human Resources</b>			Becky Dewitt <a href="mailto:Becky.I.dewitt@ci.eugene.or.us">Becky.I.dewitt@ci.eugene.or.us</a>	Goal 2 Objective 2.1 Action 1

<b>Civilian Review Board</b>	To increase public transparency and public confidence in the police complaint process. We evaluate the work of the independent Police Auditor, from a civilian perspective, about whether the complaint was handled fairly and with due diligence.		Dr. Snell Fontus <a href="mailto:fontus@sprynet.com">fontus@sprynet.com</a>	Goal 2 Objective 2.1 Action 1
<b>Sustainability Commission Liaison</b>	The Sustainability Commission works to create a healthy community now and in the future by proposing measurable solutions to pressing environmental, social and economic concerns to the City of Eugene, its partners and its people.		Steve Newcomb <a href="mailto:Steven.newcomb@eweb.org">Steven.newcomb@eweb.org</a>	Goal 2 Objective 2.1 Action 1

*Reports are expected from liaisons to keep the full HRC updated on any issues with the groups you are working with. You are representing the Commission, so please check in with the group.*

# Human Rights Commission | FY 2014 CALENDAR

AUGUST 2013						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

No meetings

17 Presidents' Day  
18 HRC Meeting  
\* Asian Celebration

FEBRUARY 2014						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

SEPTEMBER 2013						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

2 Labor Day  
17 HRC Meeting  
21 Intl. Day of Peace

18 HRC Meeting

MARCH 2014						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

OCTOBER 2013						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

15 HRC Meeting

14 Passover Begins  
15 HRC Meeting  
18 Good Friday  
20 Easter Sunday  
22 Passover Ends

APRIL 2014						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

NOVEMBER 2013						
S	M	T	W	Th	F	S
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3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

11 Veterans Day  
19 HRC Meeting  
27 Hanukkah Begins  
28 Thanksgiving Day

20 HRC Meeting  
26 Memorial Day

MAY 2014						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

DECEMBER 2013						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

5 Hanukkah Ends  
10 IHRD  
17 No HRC Meeting  
25 Christmas Day

17 HRC Meeting

JUNE 2014						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

JANUARY 2014						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

1 New Year's Day  
20 M.L. King Day  
21 HRC Meeting

4 Independence Day  
15 No HRC Meeting  
\* Work Planning

JULY 2014						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		